

Memorandum of Understanding between

UFCW Local 1994 MCGEO

and

**Montgomery County Government
Montgomery County Maryland**

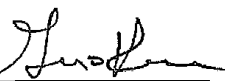
This Memorandum of Understanding (MOU) between the Montgomery County Government (hereinafter, the "County") and UFCW Local 1994 MCGEO (hereinafter "MCGEO") hereby memorializes the agreements between the parties, arising out of collective bargaining negotiations that occurred during November 2019 through February 2020.

1. The County and MCGEO share an interest in determining the feasibility of improving certain benefits for bargaining unit employees. Accordingly, pursuant to this MOU, the parties agree to convene a study group or refer the issue to an existing committee as indicated.
2. The parties shall convene a study group to develop a student loan repayment program prior to June 2020. The study group shall consist of at least three (3), but no more than five (5), representatives from the County and MCGEO. Subject matter experts jointly requested by the study group shall not count against the number of designated representatives. If the study group determines a student loan repayment program is feasible, the study group shall issue its recommendation to the Chief Administrative Officer in time for the program to become effective in Fiscal Year 2021.
3. The parties agree to refer potential enhancements to the Lasik and Dental benefits to the joint labor management health committee.
4. This MOU is effective upon the execution of this MOU.

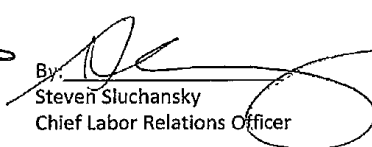
IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed hereto by their duly authorized officer and representatives, this ____ day of February 2020.

UFCW Local 1994, MCGEO:

Montgomery County, Maryland:

By: 
Gino Renne
President

2/3/20
Date

By: 
Steven Sluchansky
Chief Labor Relations Officer

2/3/2020
Date